



THE BENEFITS OF CAREER DEVELOPMENT AND PLANNING IN SCHOOL

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Abstract: Career development and career planning are very significant in the current age of technology, because current century and global changes have given birth to an atmosphere in which nearly everything is in competition with each other. This case is also valid for educators. On one side, everything is changing very fast; on the other side, they are supposed to adopt themselves these rapid changes. Such an adaptation requires some certain commitment, motivation and planning concerning themselves and their students. In this sense, being just a good teacher will not be enough. Teachers should be open-minded people, especially concerning innovations and internal or external (self) evaluations. For the institutions; they are supposed to set necessary settings with short and long-term goals in terms of career development of their educators. In this way, the process of education turns into a win-win situation for teachers, learners and schools.

Keywords: Education, School, Career Planning, Institutions, Educator, Career Development

INTRODUCTION

Career planning and development have a huge impact on one's educational journey, serving as a roadmap to steer individuals towards meaningful and productive professional choices. The need of deliberate career planning cannot be stressed in today's dynamic labor market, which is defined by significant industrial transformations. Education is the basis upon which individuals build their knowledge and skills. However, in the absence of a well-defined career goal, these learned characteristics may lack direction and purpose. Students who take a proactive approach to career planning inside the school system are better equipped to link their academic goals with long-term professional goals. It guides and motivates them throughout their academic journey, as well as assists them in making informed judgments regarding their course and major choices. Furthermore, developing one's knowledge in schooling provides individuals with the required abilities, adaptability, and resilience to successfully negotiate the intricacies of an ever-changing employment market. Education and career preparation are becoming increasingly linked, and they are critical in developing individuals into self-assured, well-equipped members of the future workforce.

Career

A "career" is defined as a long-term activity that offers opportunities for advancement and is pursued in a literal sense, according to the dictionary. (Career, undated). This career certainly has a high value in an individual's life and provides numerous prospects for progress. This phrase has historically been used in literature to refer to a remunerated work procedure within a given occupation. However, in today's world, this concept is viewed as a "ongoing procedure" that involves knowledge development and acquisition (What career, 2017).

As a result, the term's definition has changed from a set description of paid employment to a fluid description of the desire for advancement and promotion within the administrative hierarchy (Kaiser Planlamasi, 2017). A person's career is the sum of their job experiences, education, training,

responsibilities, and promotions, among other things. A person's career is primarily determined by their own efforts, with the hope of growth.

Career Development

Career development is a dynamic process that prioritizes an employee's long-term growth and progression over their immediate circumstances. Staff members strive to improve their job-related abilities throughout their careers. Both the company and the employee have the opportunity to recognize the potential and productivity that comes with career growth. Individuals look for ways to advance to different positions, statuses, and even locations, therefore releasing themselves from their initial states of being. This is a fundamental fact that is critical for both individuals and businesses.

Professional development, according to Peel (1992), extends beyond the workplace and has a substantial impact on individuals' motivation, effectiveness, and aspirations, hence molding their personal life. This shows the ever-changing nature of change: as people strive for higher accomplishments, their expectations, ambitions, and outcomes shift. Career development, in other words, is the methodical management of an individual's personal, professional, and educational experiences. Career development refers to the process of increasing one's personal knowledge, abilities, and skills, which influence people's decision-making, training, and career aspirations (Career Development, n.d.). Career development, according to Ivancevich (1994), entails a sequence of procedures that modify a person during their professional life.

Career Planning

According to Rogers, Creed, and Glendon (2008), career planning is a decision-making process in which individual differences and environmental circumstances are important. In this particular case, the individuals' goals,

According to Greenhaus and Kopelman (1981), this process is the combination of three components:

1. The necessary facts about the career
 - Individual interests, abilities, and values, for example.
 - Employment location, including opportunities for advancement, status, and so on.
 - Non-work items such as hobbies, family, interests, and so on.
2. A precise statement of the desired outcomes, such as becoming chief, manager, or having a well-paying work, etc.
3. Creating a strategy to achieve the above-mentioned outcomes and advantages.

Education

This notion has several definitions in the dictionary. Education, as described, is a systematic process that aids the acquisition of general knowledge and information, improves individuals' logical thinking and decision-making abilities, and mentally prepares them for their future undertakings (education, n.d.).

The term "education" is derived from the Latin phrase "Educare, Education of Educare." Education is the process of fostering, cultivating, and molding a person's intrinsic abilities and inner potential. "Educatwrn" and "Educare" allude to the actions of instructing, nurturing, and fostering, respectively, while "Educare" explicitly refers to the act of guiding or leading out. Farooq, Farooq (2012). The original meaning of the word is clearly related with the acts of training, summoning, and feeding. Modern definitions of training include the process of providing physical or intellectual education to individuals. This entails retrieving and presenting information or knowledge with the ultimate purpose of instilling the newly obtained truth, information, or knowledge in the learners.

Smith (2015) approaches this statement philosophically, emphasizing its purpose as a tool for discovering truth and probabilities, as well as giving individuals with an opportunity to expose themselves.

Mitchell (2014), on the other hand, views education as a progressive process that begins in kindergarten and continues through higher education institutions, with the goal of facilitating the development of individuals' "interconnected abilities" and potential.

Furthermore, Illeris (2002) approaches education from an educational standpoint, considering it as a tool of encouraging growth and development. This notion, according to Illeris, can be defined as the deliberate growth of knowledge and abilities through a combination of cognitive, emotional, and social

interaction.

An Educator

In technical terms, an educator is a person who organizes and directs educational duties and endeavors, such as a teacher, instructor, or any other person (educator, n.d.).

According to Kingwe and Onchwari (2016), an educator is a professional who works in the field of education, embracing both the theoretical and practical aspects of teaching and learning. Individuals in this category include professors, school administrators, instructors, and academics.

Schmidt (2012), on the other hand, provides a more comprehensive explanation of the notion by focusing on the attributes of a teacher. A teacher, in his perspective, supports a student by broadening their understanding by building ties between the past and present, casting light on new knowledge, and inspiring them to ask insightful questions. He, like Mitchell (2014), sees education as an exploratory journey helped by the use of current information. The educator's role is to provide pupils with the aid, bravery, and guidance they need to do this task successfully.

Pope (2012) sees education as a challenging and enthralling lifetime effort. An educator is someone who takes on the role and responsibility of enlightening people by widening their perception and comprehension of the real world. Their purpose is to help younger people, especially those who believe themselves to be learners, broaden their viewpoints, strive to perceive beyond their current constraints, achieve a realistic understanding, and facilitate their personal progress.

To Process Career Planning and Development in Education

The importance of education in regard to career planning and success cannot be overstated, especially in today's environment, where technology has fundamentally impacted the nature of all concepts. In reaction to technology improvements, community and organizational expectations, as well as market demands, have shifted. Education breakthroughs have increased the value of studying and teaching. Educators' roles, in particular, have grown more important than ever.

Furthermore, learning in the context of education has developed from a one-time event to an ongoing and eternal undertaking. Continuous Learning (n.d.) describes learning as a continuous process aimed at integrating the lessons learnt from past adjustments into a continuous improvement program prescribed by the organization for the professional development of its workers. Educational institutions, like other businesses in the industry, must consider both immediate and long-term goals when developing career paths and assign appropriate weight to the professional development of both employees and students.

Educator

It is the educators who have been forming communities and societies. Teachers are expected to adapt to technological, social, and intellectual advances as ideas and expectations change over time. They are therefore required to demonstrate a tendency toward their professional and occupational advancements. To be able to see their current circumstances, individuals should gradually evaluate and criticize themselves as well as get input from other specialists.

In order to develop their skills, they are expected to take additional trainings and supplementary courses as needed or suitable, based on the outcomes and findings. According to Lodahl and Kejner (1965), persons who are dedicated and committed to their work—the educators in this research included—will internalize the topics in which they are engaged. This interest will inevitably lead to improvements in one's career, personal life, and professional standing. These people will set their personal and professional schedules appropriately since they are more adaptable and willing to adjust.

Learner

On the other hand, because educators have such a large influence on students' lives, it is critical that they are passionate about their work. A teacher's capacity to properly engage and educate their students is greatly restricted when they lack enthusiasm and motivation. These people are unable to thrive in today's fast changing and demanding society.

According to Yildiz and Celik (2017), an enthusiastic and motivated teacher can have a substantial impact on students, other educators, and the operational dynamics of educational institutions. This is due to these teachers' unquenchable curiosity, as they are continually seeking new knowledge and are never happy with their current level of comprehension. Individuals will naturally strive to advance

above their existing position in terms of planning and professional growth.

Celep (2000) also remarks that a teacher who strives to improve their own personal skills and abilities would be able to demonstrate a profoundly good connection with the learner. Without a doubt, this teacher-student connection will have an undeniable impact on the kids' personal and intellectual development.

Organization

According to Balay (2000), when educators go above and beyond the minimum requirements of the educational institution, the relationship between the school and the educator becomes more than administrative or institutional. Instead, it is based on emotions and sentiments. This connection could be influenced by a number of things.

The curriculum of the schools or the headmasters is one of these components. Principals can support teacher development by carefully assessing the environment in which teachers work in their schools and strategically sketching out their professional trajectories, which should include both immediate and long-term goals. This move will have a tremendous impact not just on the instructor, but also on the students' academic progress and the institution's reputation.

Without a doubt, professional development and organizational needs must live together, mutually supporting and developing one another. As a result, departments such as the career center or human resources must establish career planning strategies and programs that take into account the needs of instructors, students, and educational institutions.

CONCLUSION

Professional progress and strategic planning are critical in the age of technology since they permit the birth of innovative innovations, inventions, and changes. These changes and improvements will necessitate the adoption of teaching, training, and learning procedures. Teachers have an important role in renewing communities and cultures in the modern day.

However, the global upheavals of the twenty-first century have created a competitive climate in which almost everything is under competition. This scenario can also be used by educators. Rapid changes are taking place, and people are expected to adapt. Such a change demands a certain level of readiness, enthusiasm, and dedication.

Within this approach, early career planning integration is critical in the educational path. It is worth emphasizing that, in addition to teachers, learners and institutions play an active role in this process. Institutions and educators are expected to take proactive actions and structure their affairs in order to meet the needs and aspirations of the modern society.

As a result, simply being a competent educator will not suffice. Teachers should be open to new ideas and assessments, whether they come from within or beyond the classroom. Institutions are expected to offer conducive conditions for their instructors' professional growth, including both short-term and long-term aims. In this environment, education presents a win-win situation for educators, students, and educational institutions.

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